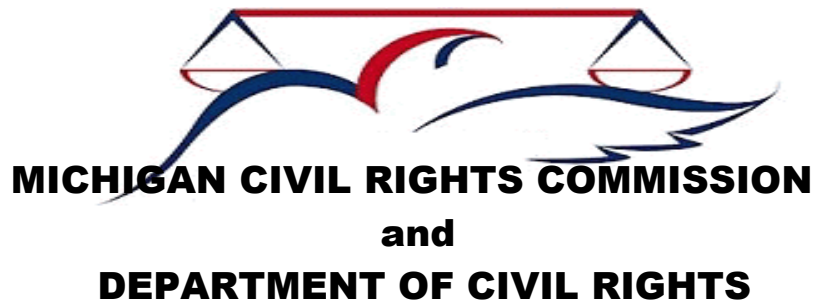


STATE OF MICHIGAN
John Engler, Governor



October 2001

Open Letter to Michigan Residents:

The Michigan Civil Rights Commission and Department colleagues share the shock and disbelief of America and the world at the tragic events of September 11, 2001. Even as we grieve for those whose lives were so tragically lost, we are confident that officials responsible for guiding our national response will do so with courage, wisdom and strength.

From the moment there was news of the incidents in New York City, Washington, D. C. and Pennsylvania, the Commission and Department immediately implemented our "crisis response plan." Together, we have been very proactive in communicating with our broad network throughout the state and we want Michigan residents to be informed of some of our activities.

In just this first week since the tragic series of events, we have:

- attended meetings and engaged in constant telephone conversations with our partners in federal, state and municipal government, law enforcement, as well as civil rights and community-based organizations across the state;
- responded to the questions and concerns of individuals who contacted our service centers;
- extended outreach to leaders in the American Arab, Muslim, and Indians of Asian origin communities in the greater Detroit area and other cities in the state;
- made personal contact with municipal Human Relations Commissions (HRC's) in communities with diverse populations, to offer technical assistance;
- maintained constant contact with the Regional Director of the American-Arab Anti-Discrimination Committee (ADC) whose Midwest Regional Office is in Dearborn;
- extended our hand to the Mayor of Dearborn, should our services and resources be needed.

The Commission and Department were represented at:

- a meeting convened by the Wayne County Prosecutor with Arab American leadership and held at Dearborn-based ACCESS;
- a board meeting of the Anti-Defamation League held at Temple Bethel in West Bloomfield where a former co-chair of the Bias Crime Response Task Force spoke;
- an open community forum and youth workshops in Cadillac where we served as speakers and facilitators.

The Commission and Department were represented at the National Day of Prayer and Remembrance service at which President George W. Bush spoke in Washington, D.C., as well as the “Day of Prayer” service organized by the Office of Governor John Engler at St. Mary Cathedral in Lansing. To be sure, Civil Rights Commissioners and colleagues attended many other worship services in this State and elsewhere; and we all continue to pray for families, friends, and colleagues.

While the Commission and Department cannot diminish the pain, loss and sadness felt by families around the globe, we can pledge even stronger commitment to our mission:

To eliminate unlawful discrimination in the State of Michigan

We believe that discrimination is diminished as common understanding and respect are achieved. The Michigan Civil Rights Commission and Department will continue to offer quality, culturally sensitive and expedited assistance and civil rights services in this State. We invite you to contact us at **1(800) 482-3604** to be connected to the nearest MDCR office.

Please be assured that the Commission and Department remain vigilant and available to accept civil rights complaints; to facilitate relations across diverse lines; to mediate and offer technical assistance related to intergroup tension; as well as to educate Michigan employers and employees about civil rights laws. To provide Michigan residents with additional information about the Commission, Department, and other related civil rights contacts, a directory of resources is enclosed. Although prepared in the wake of our nation’s tragedy, this document is relevant for future use, and we hope it will be retained as a compendium of important civil rights related contacts.

Respectfully,

Nanette Lee Reynolds, Ed.D.
Civil Rights Department Director

Francisco J. Villarruel, J.D.
Civil Rights Commission Chair

Commissioners

Gary Torgow, J.D., Vice Chair Albert Calille, J.D., Secretary Valerie P. Simmons, J.D., Treasurer

Evelyn L. Crane, Ed.D., MIAAHC, Co-Chair

Dr. Yahya Mossa-Basha Bishop George E. Brown Dr. Tarun K. Sharma

Governmental and Community Resources

Communicating with the Commission and Department:

Correspond with Civil Rights Commissioners and the Department Director at:
MDCR Executive Office
110 West Michigan Avenue, Suite 800
Lansing, Michigan 48913
(517) 335-3165 - telephone
(517) 335-6513 - fax

Telephone Calls:

1(800) 482-3604 will connect you to the nearest MDCR office

TTY Calls:

(313) 961-1552

Website:

www.mdc.state.mi.us

Alternative Formats:

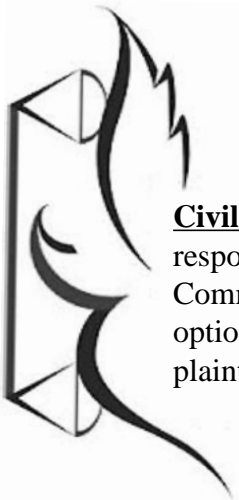
For persons with disabilities, MDCR can provide this information in alternative formats. Contact Elaine Newell, Disability Liaison, at (517) 241-2117.

MDCR Offices: The Commission and Department have a presence in many communities around the state. There are fully staffed offices in Detroit, Flint, Grand Rapids, Kalamazoo, Lansing and Saginaw, as well as single-person offices in Battle Creek, Benton Harbor, Marquette and Traverse City. Call **1(800) 482-3604** to reach the nearest office.

MDCR Service Options: MDCR is a critical resource within Michigan State government and provides important and useful services and resources:

- Civil rights problem resolution through formal and informal complaint investigation and mediation
- Referral to other institutions and services when the issue is outside our jurisdiction
- Information (i.e., pamphlets and brochures)
- Outreach and education (i.e., presentations and workshops conducted on topics such as rights and responsibilities under Michigan civil rights laws, diversity, housing discrimination, sexual harassment, etc.)
- Technical assistance (i.e., review of employment policies and procedures to ensure appropriate usage of lawful pre-employment inquiries)

Civil Rights Problem Resolution Teams: Teams of MDCR colleagues in offices around the state are responsible for resolving problems and addressing informational/educational requests brought to the Commission and Department. Team members have been cross-trained to provide all of the service options listed above; and are able to access other department resources to address specific needs. Complaint resolution remains a critical service option.



- **Allegations of Discrimination:** MDCR can accept complaints based on unlawful consideration of **religion, race, color, national origin, sex, age, marital status or disability in the areas of employment, education, housing, public accommodation or public service**. In addition, complaints are accepted based on unlawful consideration of **height, weight and arrest record in employment, and familial status in housing**.

Examples of unlawful discrimination are verbal and nonverbal harassment, unequal accommodations and public services, lack of access to housing rentals and sales, and unequal treatment in hiring, promotion, termination and other employment actions.

- **Retaliation:** Civil rights laws also prohibit retaliation or discrimination against a person who has filed a complaint, testified, assisted or participated in an investigation, proceeding or hearing.

Partnerships: The Partnership Team was formed in 1999 and is very actively engaged in formal and informal partnerships with communities and organizations around common civil rights issues and concerns. This team establishes and maintains relationships on behalf of the Commission and Department and facilitates statewide networks such as with municipal human relations commissions and fair housing centers, and anti-hate crime alliances. The Partnership Team coordinates a crisis response to communities when hate crimes occur or racial, ethnic and religious tensions escalate; and coordinates the activities of the Expanded Community Liaisons and Multi-Cultural Liaisons.

- **Crisis Intervention:** If a community is in need of crisis intervention, contact MDCR's Crisis Response Team at **1(800) 482-3604** or (517) 335-3165, which is the Partnership Team telephone number. To report violations of *Michigan's Ethnic Intimidation Act*, call your local police.
- **Expanded Community Liaisons:** Several MDCR colleagues serve as liaisons to communities where there is limited Commission and Department presence. Call **1(800) 482-3604** or (517) 335-3165 to reach liaisons assigned to the following communities:

Adrian	Holland	Mt. Clemens
Alpena	Jackson	Mt. Pleasant
Ann Arbor	Mackinac County	Muskegon
Bay City	Midland	Port Huron
Chippewa County	Monroe	Ypsilanti

- **Multi-Cultural Liaisons:** Another group of MDCR colleagues serve as multi-cultural liaisons to specific racial, ethnic and other groups. Call **1(800) 482-3604** or (517) 335-3165 to contact a liaison to any of these communities: African American, American Indian, Arab American, Asian American, and Latino American. Liaisons are also available to address issues in the disability and youth communities. MDCR colleagues work in collaboration with Civil Rights Commissioners from different backgrounds.

Information: The Commission and Department have a number of publications available to the public free of charge, including the Commission Rules and copies of *Public Act 453, Elliott-Larsen Civil Rights Act* and *Public Act 220, Michigan Persons with Disabilities Act*, both of which we enforce; a quarterly Commission newsletter, brochures for youth regarding discrimination and civil rights, a Michigan Civil and Human Rights Directory, annual reports, and a wide variety of brochures on civil rights-related topics. To receive a list of publications or make a request, visit or contact any MDCR office, call **1(800) 482-3604**, or visit our website to access copies. Similarly, MDCR houses an extensive collection of resources on civil rights which can be accessed by calling **1(800) 482-3604**.

Governmental Agencies

Michigan Attorney General's Office - Division of Civil Rights and Civil Liberties: For enforcement of the *Michigan's Ethnic Intimidation Act*, call (313) 256-2519

Michigan Civil Rights Commission: (517) 335-3165

The Civil Rights Commission was formed in 1963. Its 8-person membership is bi-partisan and representative of different backgrounds and perspectives. Commissioners are appointed by the Governor for four year staggered terms. The Commission holds open meetings around the state, on a regular schedule, during which time is always made available for public comment.

Michigan Department of Civil Rights: **1(800) 482-3604**

Any employment or housing complaint filed with MDCR is also filed with the appropriate federal agency, specifically the U. S. Equal Employment Opportunity Commission (EEOC) or the U.S. Department of Housing and Urban Development (HUD)

Michigan State Police: In case of emergency, call **911** or contact the local State Police Post

United States Commission on Civil Rights:

The U.S. Commission on Civil Rights established a hotline for reports of hate crimes against Arab American, Muslim and South Asian American victims of violent incidents following the hijacking attacks. This hotline number is **1(800) 552-6843**.

United States Department of Justice: To report incidents of *harassment, threats or hate crimes*, contact the Federal Bureau of Investigation (FBI) at (313) 237-4169

Local Agencies

Municipal Human Relations Commissions: Among other responsibilities, HRC's foster intergroup relations within local communities

Ann Arbor Human Relations Commission
(734) 994-2762

Detroit Human Rights Commission
(313) 224-4950

East Lansing Human Rights Commission
(517) 337-1731

Flint Human Relations Commission
(810) 766-7430

Grand Haven Human Rights Commission
(616) 842-3460

Grand Rapids Equal Opportunity Office
(616) 456-3027

Highland Park Human Relations Comm.
(313) 252-0025

Holland Human Relations Commission
(616) 355-1328

Jackson Human Relations Commission
(517) 788-4167

Kalamazoo Community Relations Board
(616) 337-8040

Lansing Human Relations/Comm. Services
(517) 483-4477

Meridian Township Human Relations
(517) 332-6526

Saginaw Human Relations Commission
(517) 759-1318

Traverse City Human Relations Commission
(231) 276-7421

Wayne County Office of Human Relations
(313) 224-7737

Ypsilanti Human Relations Commission
(734) 483-1100
(734) 483-9646

Fair Housing Centers: These centers advocate for fair housing and investigate violations of fair housing laws

Fair Housing Center of Metro Detroit
(313) 963-1274

Fair Housing Center of Greater Grand Rapids
(616) 451-2980

Fair Housing Center of Washtenaw County
(734) 994-3426

Jackson County Fair Housing Center
(517) 788-4275

Legal Services of Eastern Michigan
(810) 234-2621

Michigan Indian Legal Services
(231) 947-0122

Legal Resources: MDCR can provide referrals to other sources of legal aid and legal services

Coalitions

(In which MCRC and MDCR are actively involved)

Advocates and Leaders for Police and Community Trust (ALPACT): A Southeastern Michigan coalition which focuses on racial profiling. Contact: (313) 567-6225

Michigan Alliance Against Hate Crimes (MIAAHC): A statewide coalition which facilitates a community response to victims of hate crimes and incidents. Contact: **1(800) 482-3604** or (517) 335-3165

MICHIGAN ALLIANCE AGAINST HATE CRIMES

The Michigan Alliance Against Hate Crimes (MIAAHC) is committed to support victims of hate crimes and provide assistance to communities, organizations and groups seeking to establish effective means to identify, address and eliminate such acts of terrorism.

WHAT IS MIAAHC?

The Michigan Alliance Against Hate Crimes is a statewide coalition of federal, state and local law enforcement agencies, civil rights organizations, community-based groups, educators and anti violence advocates whose work is to ensure a complete and effective response to hate crimes.

WHAT IS A HATE CRIME?

Hate crimes are acts motivated by prejudice and hatred. These acts affect the fundamental rights of the victims, as well as the group of which the victim is or is perceived to be a member. These acts of terrorism are designed to produce feelings of being violated, depersonalized, isolated and deprive individuals of their sense of security and self-worth.

The Alliance recognizes that hate crimes and bias incidents pose a unique danger to our society. Such crimes can be particularly devastating not only because of the significant cost to the victims of the crime but because of the polarizing effect that such crimes have on a community.

We believe that hate crimes and acts of violence cannot be ignored and will not be condoned, and must be vigorously investigated and prosecuted.

WHAT CAN YOU DO?

- **Report the incident to your police department immediately.**
- **Find a positive outlet for the emotion by offering support to the victim. Anger is usually the first emotion to grip a community when a bias incident or crime occurs.**
- **Reassure the victim and/or members of the victim group that those responsible do not speak for the entire community.**
- **Offer support and be available to the victim.**
- **Share information with the victim and others in the community on assistance offered and possible resources.**
- **Establish a *community response system* to respond to hate crimes and bias incidents.**

WHO CAN YOU CALL?

For additional information contact the MIAAHC Hate Crime Coordinators at:

Michigan Civil Rights Commission and Department	(517) 335-3165
United States Attorney for the Eastern District of Michigan	(313) 226-9742
United States Attorney for the Western District of Michigan	(616) 456-2404

MICHIGAN CIVIL RIGHTS COMMISSION

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Francisco J. Villarruel, J.D.
Plymouth Township

Vice Chair

Gary Torgow, J.D.
Oak Park

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Bishop George E. Brown
Detroit

Dr. Tarun K. Sharma
Grosse Pointe

MDCR Director

Nanette Lee Reynolds, Ed.D.

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